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# **USAREUR**

# **Soldier Study**

Prepared by the U.S. Army Medical Research Unit-Europe

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10 May 1999

U.S. Army Medical Research Unit-Europe, Walter Reed Army Institute of Research,  
U.S. Army Medical Research and Materiel Command



## **Purpose of Brief**

**To present preliminary findings of the USAREUR Soldier Study conducted with the 1st Infantry Division stationed in Germany.**

## **Background**

- **This study was requested and approved by GEN Meigs, CG, USAREUR/7A on 2 MAR 99.**
- **The DCSPER, USAREUR/7A was appointed lead and funded the study.**
- **The U.S. Army Medical Research Unit-Europe designed and executed the study.**
- **A preliminary report of these results were presented to the DCSPER, USAREUR on 28 APR 99.**



# Outline

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## Summary of Findings (1 of 2)

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- Overall, soldiers from this study are well led and ready to deploy.
- This report is based on the responses of 2,094 soldiers.
- Soldiers spent 38 days on training exercises in the past 6 months.
- Deployment load for soldiers in this study was relatively low compared to the deployment load of soldiers supporting Operation Joint Guard (OJG).
- The deployment load was higher for combat arms units than CS, CSS, and headquarters units.
- 47% of soldiers surveyed reported previous deployment experience. Soldiers with deployment experience had more soldier pride, but viewed their unit's operational readiness levels as lower compared to soldiers with no deployment experience.
- Soldiers expecting to deploy have higher soldier pride and view their units' operational readiness levels as higher compared to those soldiers who do not expect to deploy.



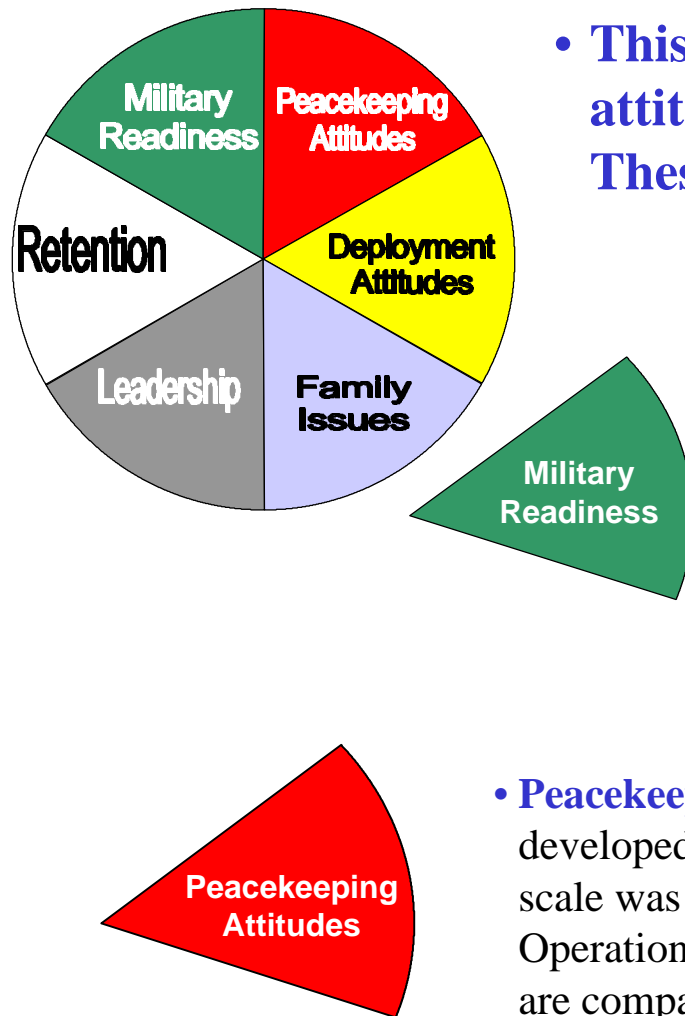
## Summary of Findings (2 of 2)

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- Soldiers reported that two military deployments in a 3-year period, with the deployment lasting 5 to 5 1/2 months, is ideal.
- Relative to soldiers who deployed to OJE, soldiers in this study were extremely positive about peacekeeping missions.
- Soldiers viewed their unit leadership more favorably compared to how soldiers stationed in the U.S. viewed their unit leadership.
- Married soldiers were more positive about unit leadership and had more soldier pride than unmarried soldiers.
- 42.0% of soldiers surveyed reported that they would remain in the military beyond their current obligation.
- Overall, family types such as Exceptional Family Member Program (EFMP) and single parent, were similar to other military families in terms of military readiness.
- This Soldier Study is a longitudinal assessment (pre-, mid- and post-deployment)



# Components of Soldier Survey (1 of 2)



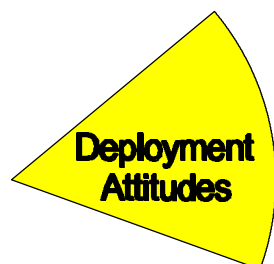
- This soldier study examined numerous soldier attitudes and perceptions about deployments. These indicators included:

- Military readiness was measured using three scales:
  - The **soldier pride** scale consisted of three questions regarding the soldiers pride and role in the Army.
  - The **operational readiness** scale contained three items about combat readiness, training levels, and confidence in equipment.
  - The **combat readiness** scale contained three items about the soldiers' confidence to perform their job during combat and the ability of the unit to perform in combat.

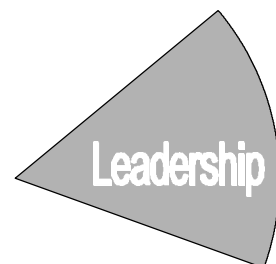
- **Peacekeeping attitudes** were determined using an eleven-item scale developed by the U.S. Army Medical Research Unit-Europe. This scale was used to assess soldier attitudes about peacekeeping during Operation Joint Endeavor (OJE) (1996). The results from this study are compared to the soldiers responses from this Bosnia-OJE study.



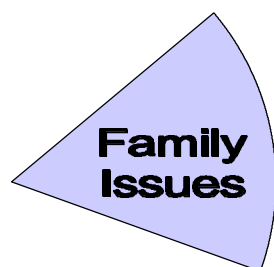
## Components of Soldier Survey (2 of 2)



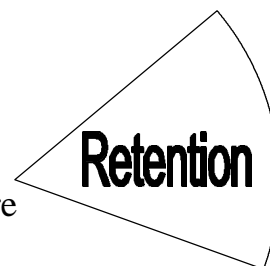
- **Deployment attitudes** were assessed using an eleven-item scale. This scale contained items about deployment frequency and intensity and items about the value of deployments in enhancing a soldier's job attitudes.



- Soldiers' perception of unit leadership was assessed using three scales. The **unit leadership** scale consisted of three general questions about the quality of the unit's leaders, the chain-of-command, and how well the leaders would perform in combat.
- The **NCO leadership** scale and the **officer leadership** scale consisted of six items each about NCO and officer leadership and management styles.



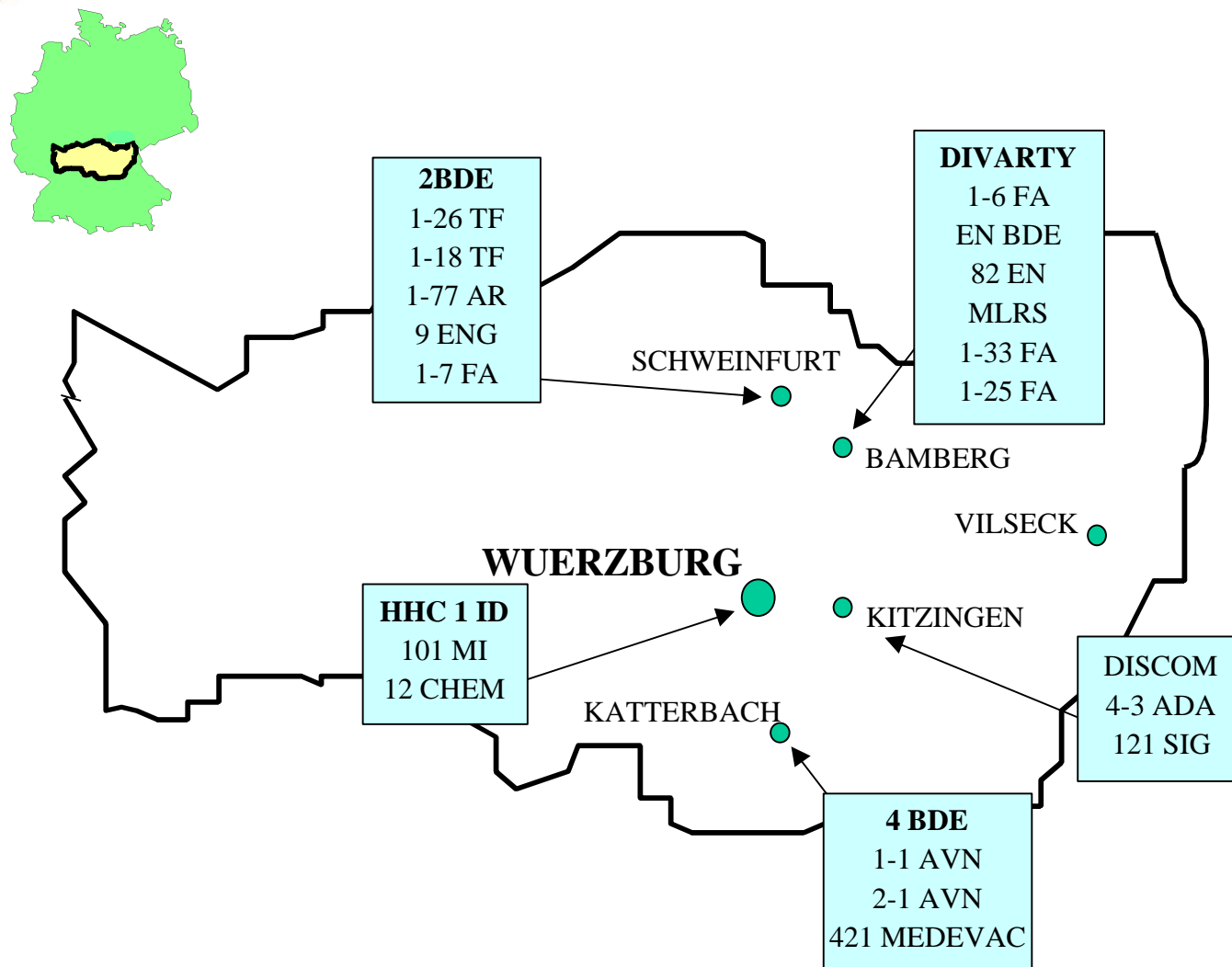
- **Family concerns** were measured by a ten-item scale that assesses the degree of work/family and family/work conflict.
- **Family deployment** stressors were measured by 2 items from the Deployment Scale.



- **Retention** was assessed using a single item that asked soldiers about their military career intentions.



# Units Surveyed (N=2,094)



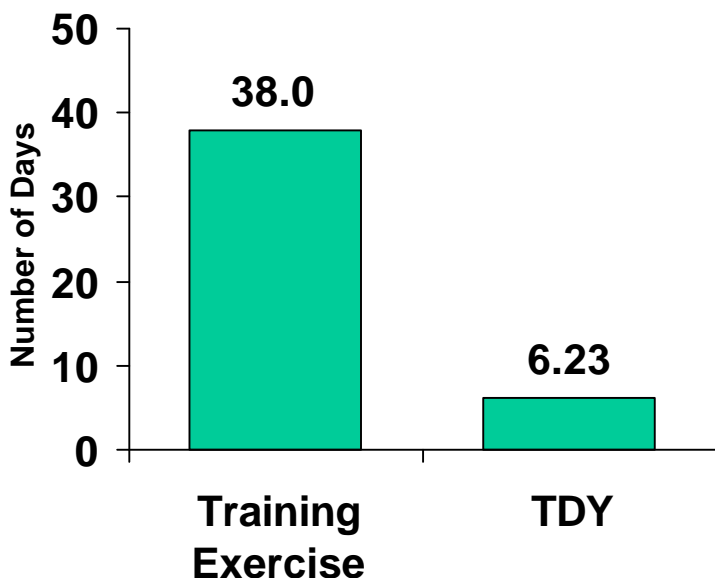




# Soldier Tempo

- Soldier workload was based on the number of hours and days that soldiers reported working, and the amount they slept each day.
- Personnel tempo was determined by the number of days that soldiers participated in a training exercise and number of days on temporary duty.

**In the past 6 months, what is the average number of days:**



**In the past 7 days, what is the average number of hours:**



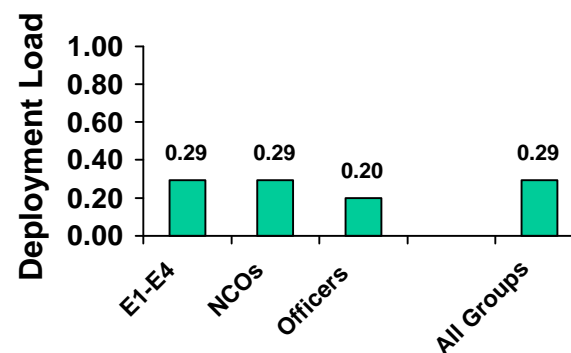
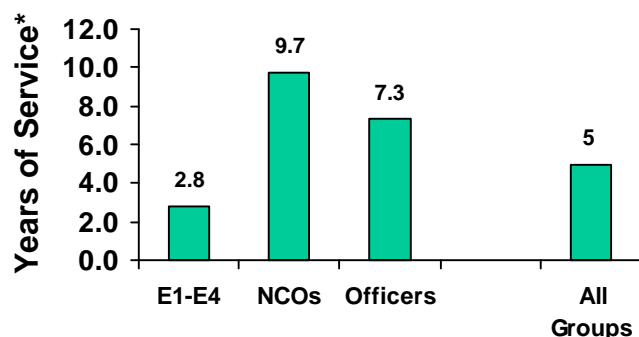
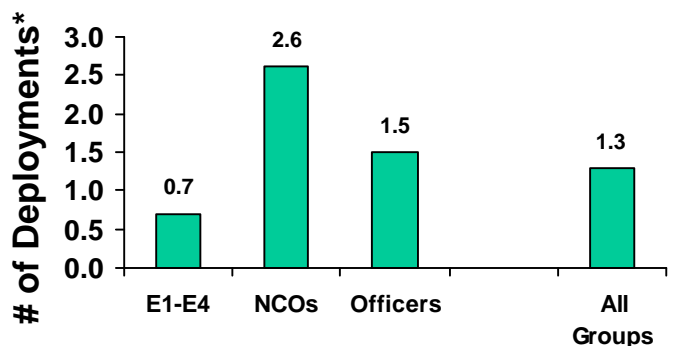


# Deployment Load and Rank

Rank	
E1-E4	64.8%
NCOs	28.5%
Officers	6.7%

- **Deployment Load Equation:**

$$\frac{\text{\# of Deployments}}{\text{Years of Military Service}} = \text{Deployment Load}$$



- **There is no difference in deployment load for NCOs, junior enlisted, and officers.**

\* p < 0.001



# Deployment Load and Unit Type

## Unit Type

**Combat**

58.1%

**CS**

31.7%

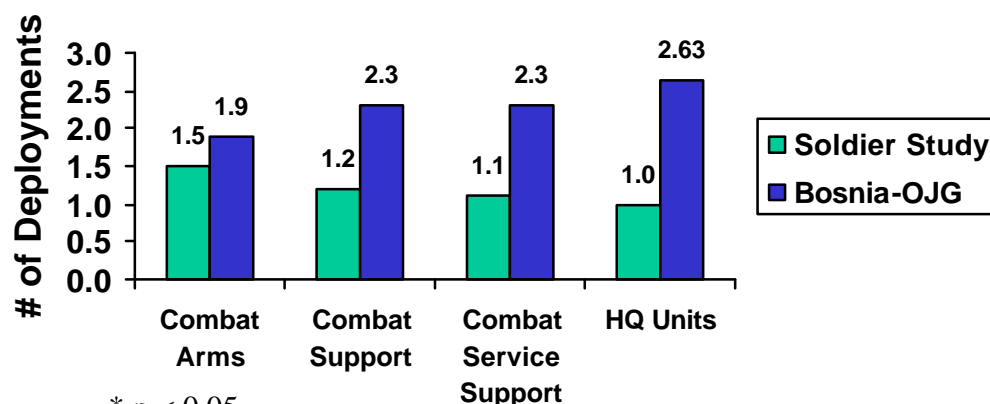
**CSS**

6.1%

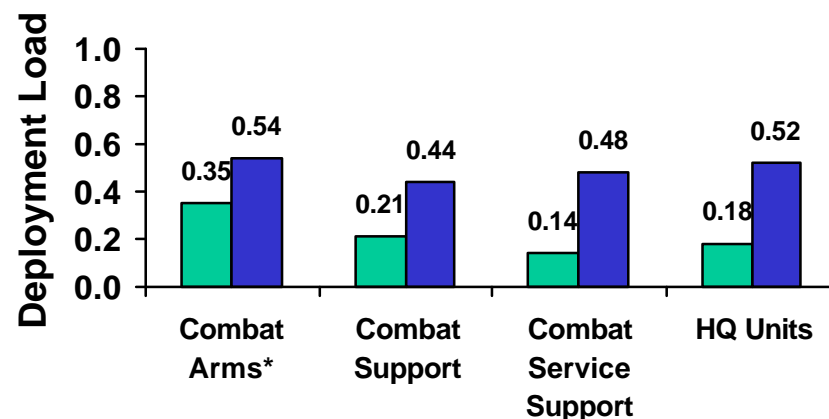
**HQ**

4.1%

- Compared to soldiers who supported Operation Joint Guard, soldiers from this study participated in fewer military deployments and have a lower deployment load.
- In this study there were no significant differences in the average number of military deployments for combat arms (CA), combat support (CS), combat service support (CSS), and headquarters (HQ) units.
- The deployment load for CA units was higher than CS, CSS, and HQ units.



\*  $p < 0.05$



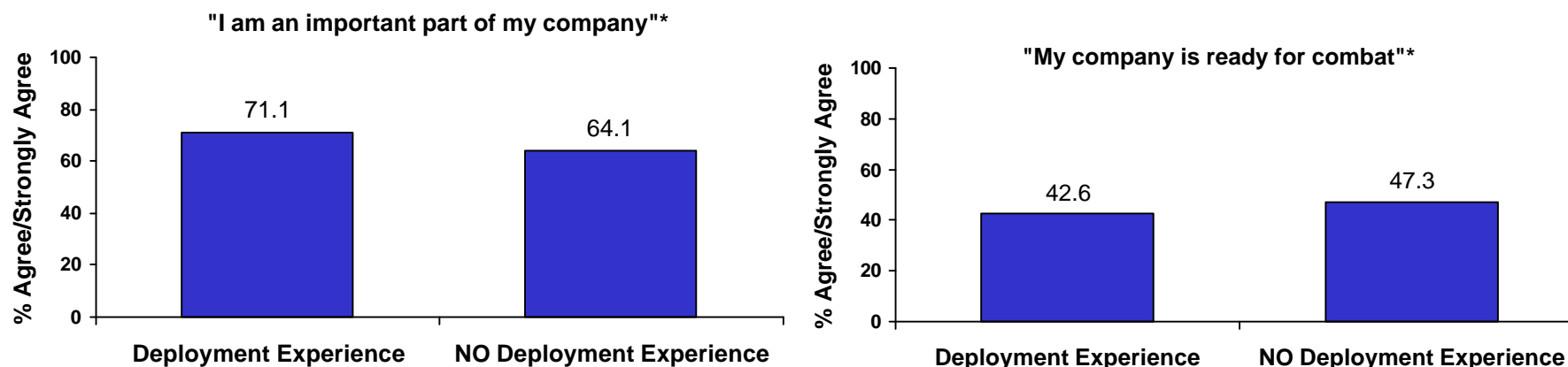


## Deployment Experience: Military Readiness

### Previously Deployed for any Military Operation

YES	47.7%
NO	52.3%

- Soldiers with previous deployment experience had more soldier pride compared to soldiers with no deployment experience ( $p < 0.01$ ).
- In contrast, soldiers with deployment experience viewed their unit's operational readiness as lower compared to soldiers who have never deployed ( $p < 0.01$ ).



\*  $p < 0.05$

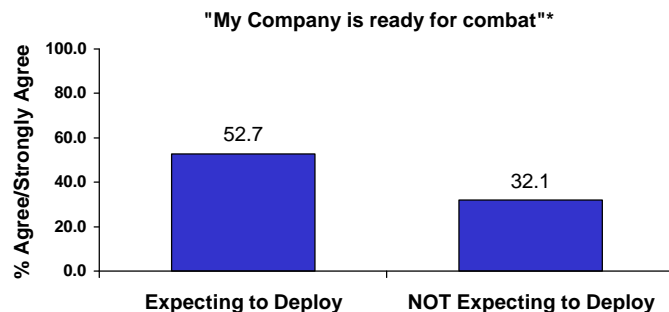
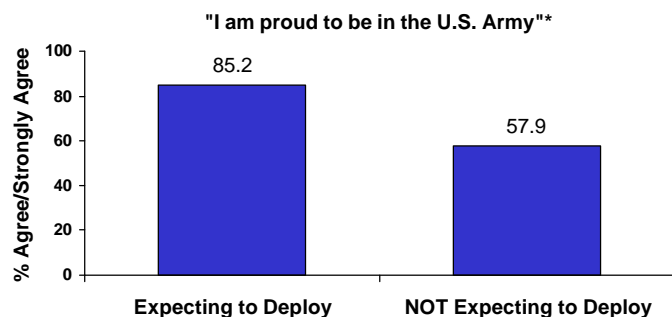


# Deployment Expectations and Military Readiness

## Soldier's Expectations to Deploy if there is a Deployment

YES	36.8%
NO	8.3%
Unsure	54.9%

- Soldiers expecting to deploy had more soldier pride and viewed their unit's operational readiness levels as being higher ( $p < 0.01$ ).
- For example, military pride, perception of company operational readiness, and confidence in their unit to perform its mission were all higher for soldiers who anticipated deploying ( $p < 0.001$ ).



\*  $p < 0.001$



## Soldier Attitudes: Military Deployments (1 of 2)

- Overall, soldiers reported that two deployments within a three-year period is ideal. They also reported that a deployment should not last longer than five to five and half months.

### Previous Deployments

None	52.3%
1-2	35.0%
3+	12.7%

- Soldiers who have previously deployed felt that there should be slightly fewer deployments during a three-year period compared to those soldiers with no deployment experience (1.98 vs. 2.09 deployments,  $p < 0.05$ ).

### Deployments (top five):

Bosnia (OJE/OJG/OJF)	26.6%
Iraq/Kuwait (Northern/Southern Watch)	4.8%
Desert Storm	9.2%
Haiti (Restore Democracy)	2.1%
Macedonia	9.3%

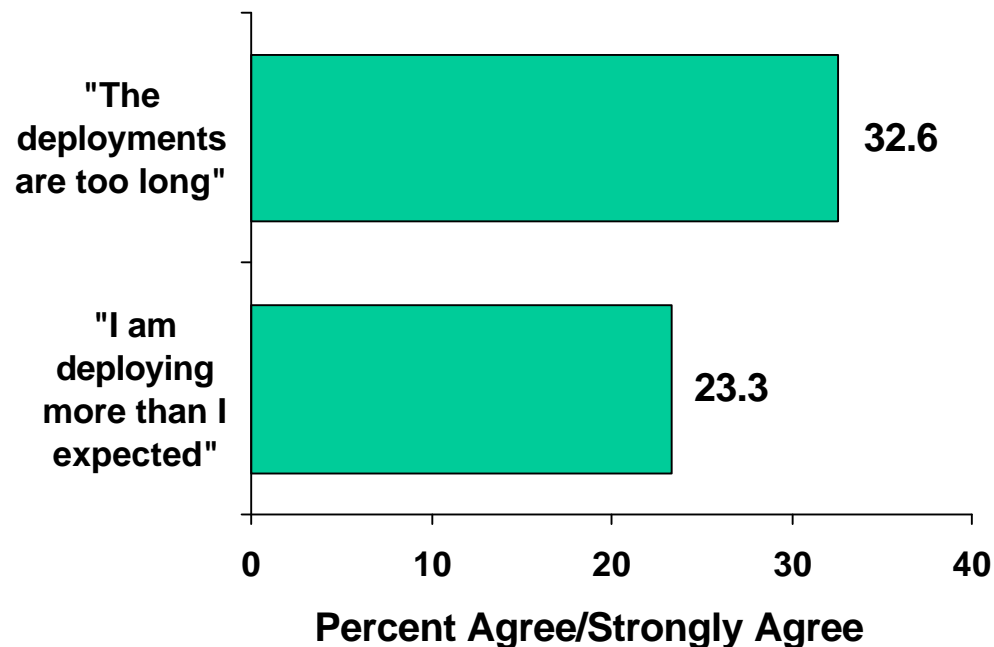
- Soldiers expecting to deploy reported that deployments should be longer compared to those soldiers who were not expected to deploy (5.51 vs. 4.83 months,  $p < 0.01$ ).

DEMOGRAPHICS



## Soldier Attitudes: Military Deployments (2 of 2)

- Of those soldiers who have previously deployed<sup>1</sup>, nearly one-third felt the deployments were too long. Less than one-quarter felt that they were deploying more than expected.

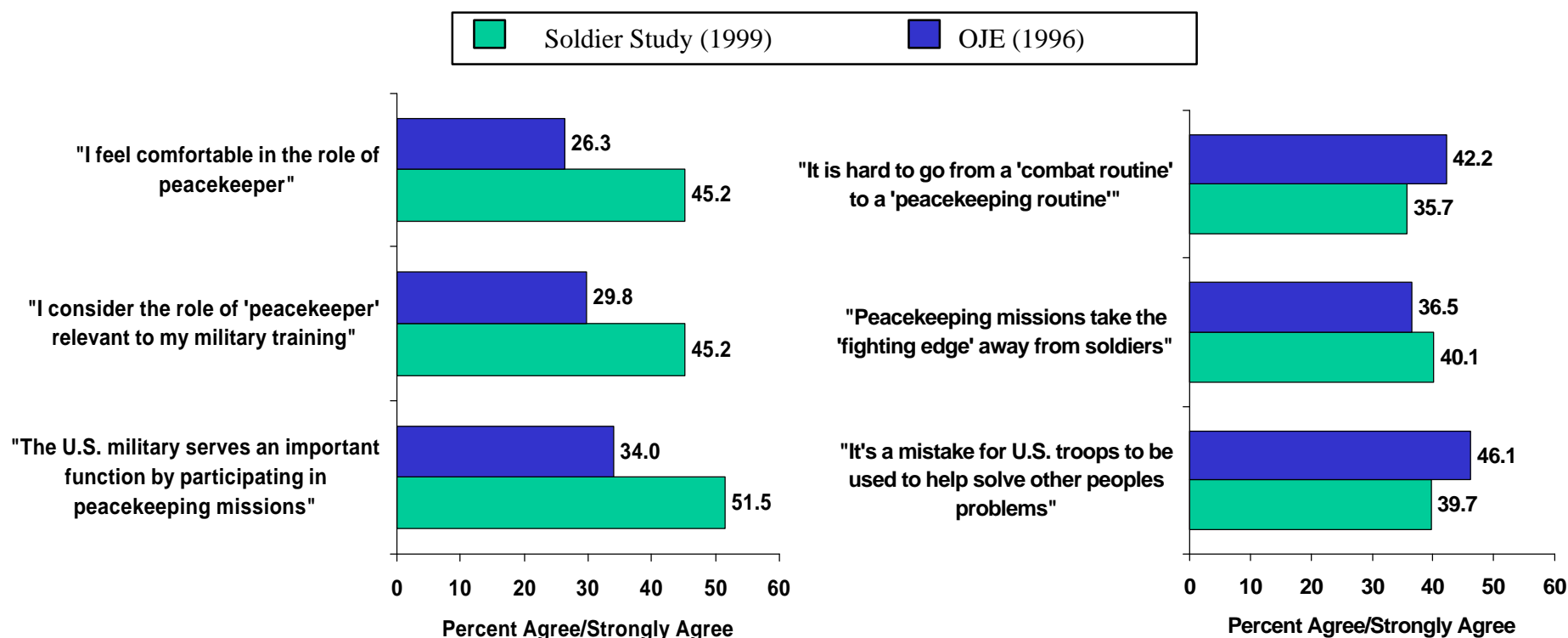


<sup>1</sup>N=975.



# Soldier Attitudes: Peacekeeping

- Findings from this study were compared to soldiers deploying to the Bosnia-Herzegovina area of operations in early 1996 as part of Operation Joint Endeavor (OJE).
- Soldiers from this study were more positive about peacekeeping missions compared to soldiers who were preparing to deploy to Bosnia-Herzegovina.

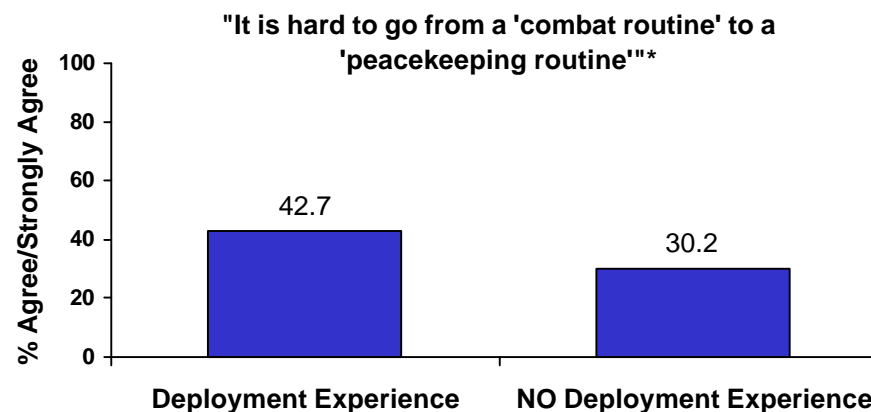
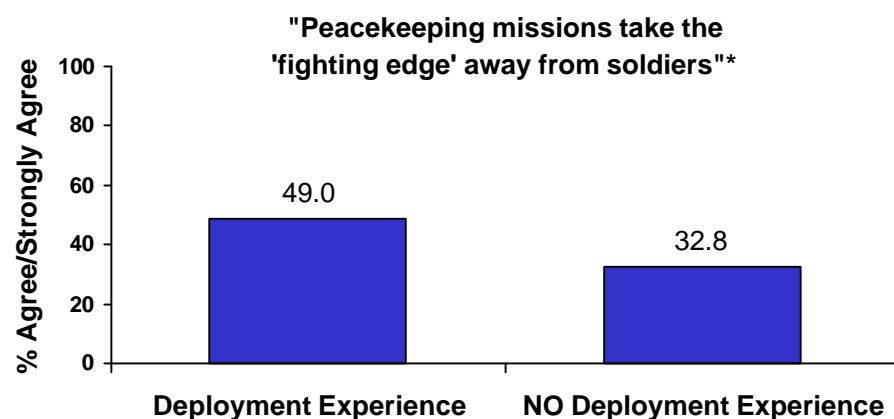






## Deployment Experience and Peacekeeping Attitudes

- Soldiers with deployment experience were more likely to report that peacekeeping missions interfere with combat readiness compared to soldiers who have never been on a military deployment ( $p < 0.001$ ).
- Soldiers with deployment experience reported that it is harder to move from combat to peacekeeping missions than do soldiers with no deployment experience. Similarly, soldiers with deployment experience were also more likely to report that peacekeeping missions reduces combat readiness ( $p < 0.001$ ).

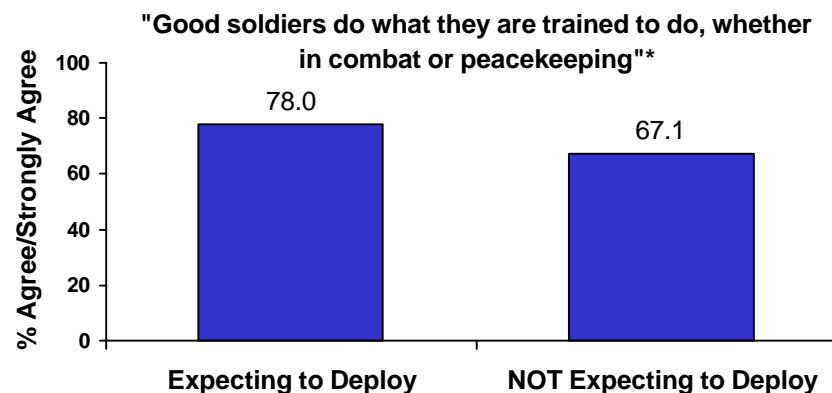


\*  $p < 0.001$



## Deployment Expectations and Peacekeeping Attitudes

- Soldiers who expect to deploy were much more positive about their attitudes and roles during peacekeeping missions ( $p < 0.01$ ).
- For example, soldiers expecting to deploy on a peacekeeping mission were more likely to view peacekeeping missions as relevant to their military training and were more likely to agree that soldiers do what they are trained to do regardless of the mission compared to those who do not expect to deploy.

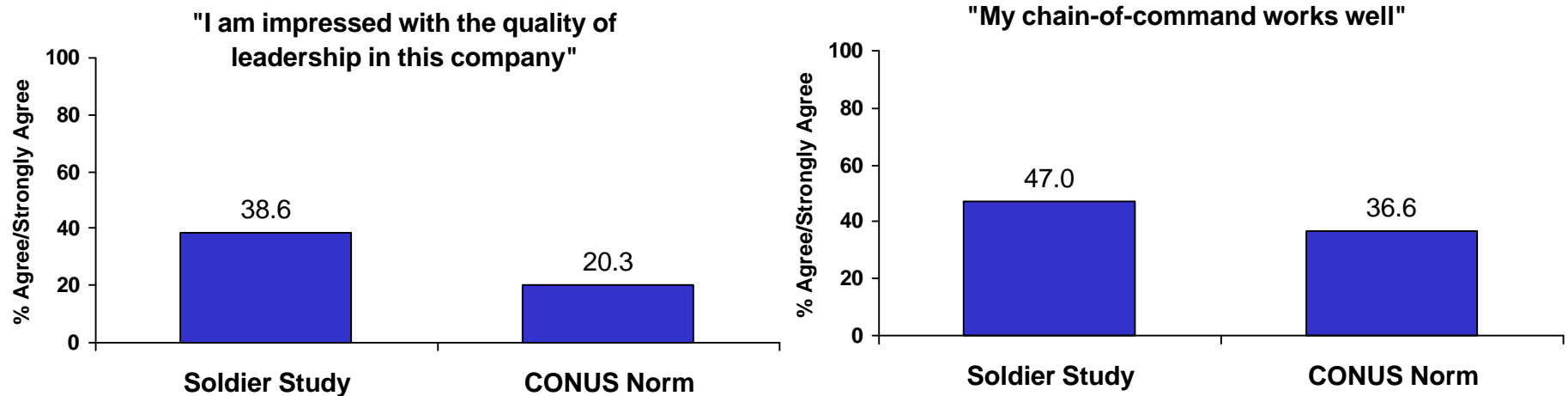


\*  $p < 0.05$



## Soldier Attitudes: Unit Leadership (1 of 2)

- Unit leadership was assessed by asking soldiers about the quality of the leadership in the unit, how well the leaders would perform in combat, and how well the chain-of-command functions.
- Relative to a study conducted in the U.S. of soldiers (1996)<sup>1</sup>, soldiers in this study viewed unit leadership as significantly better. Both the quality of leadership and the chain-of-command were viewed more favorably by soldiers in this study compared to soldiers in the U.S.



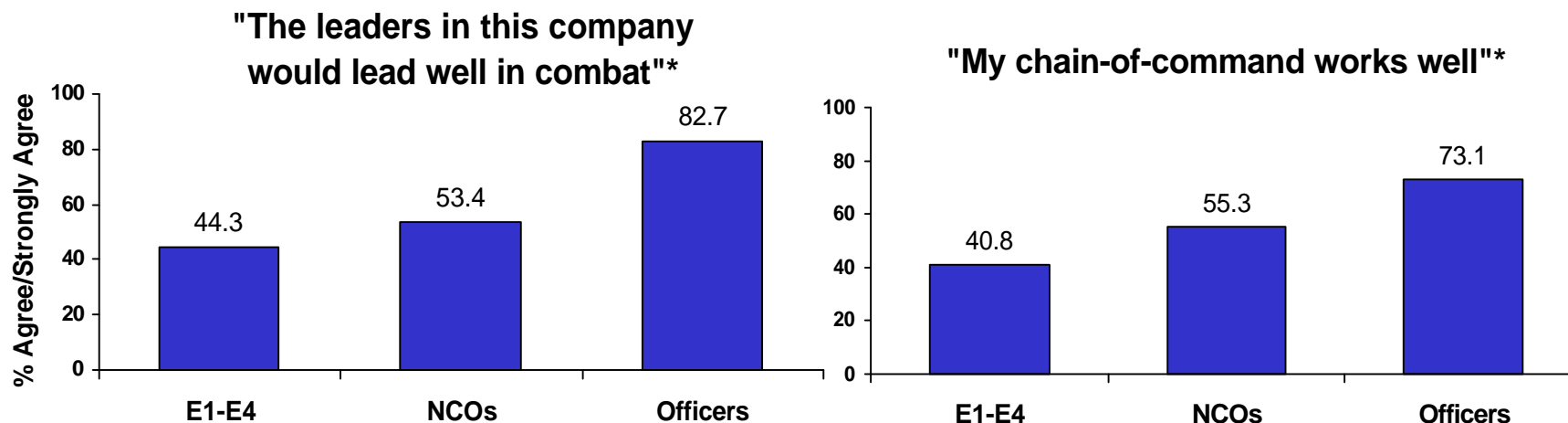
<sup>1</sup>The N size of the CONUS study (1996) was 2,203.



## Soldier Attitudes: Unit Leadership (2 of 2)

- Overall, officers and NCOs reported more confidence in unit leadership than junior enlisted soldiers ( $p < 0.001$ ).
- Officers viewed unit leadership more favorably than NCOs ( $p < 0.001$ ).

Rank	
E1-E4	64.8%
NCOs	28.5%
Officers	6.7%

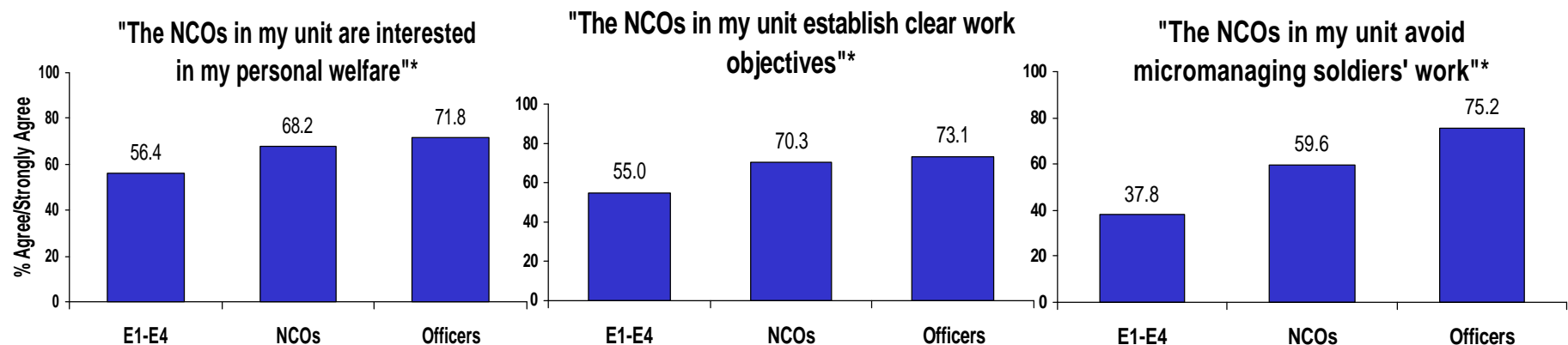


\*  $p < 0.05$



# Soldier Attitudes: NCO Leadership

- NCO leadership was assessed by asking soldiers a series of questions about their NCO's management and leadership style.
- NCOs viewed NCO leadership as better than did junior enlisted soldiers (E-1 to E-4) ( $p < 0.001$ ).
- Officers viewed NCO leadership more favorably than did both junior enlisted soldiers and NCOs ( $p < 0.001$ ).

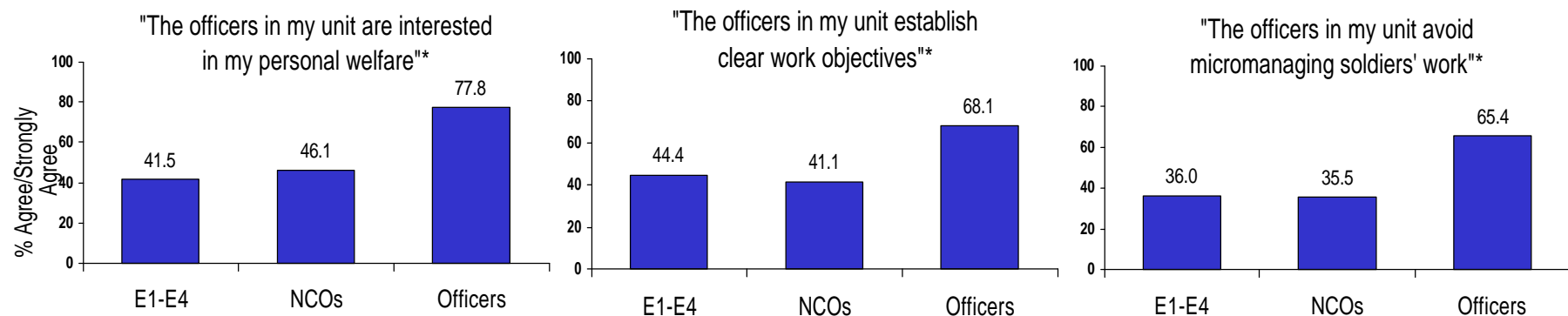


\*  $p < 0.001$



# Soldier Attitudes: Officer Leadership

- **Officer leadership was assessed by asking soldiers a series of questions about their officers' management and leadership style.**
- **NCOs and junior enlisted soldiers (E-1 to E-4) viewed officer leadership similarly.**
- **Officers viewed officer leadership significantly higher than did NCOs and junior enlisted soldiers ( $p < 0.01$ ).**



\* $p < 0.001$



# The Family<sup>1</sup>

## Demographics:

### Marital Status

Single	41.4%
Married	51.7%
Separated	2.8%
Divorced	4.1%

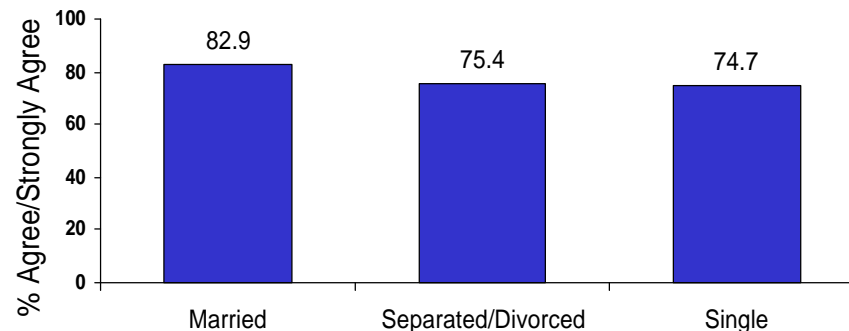
### Children Status

#### Number of Children living at Home:

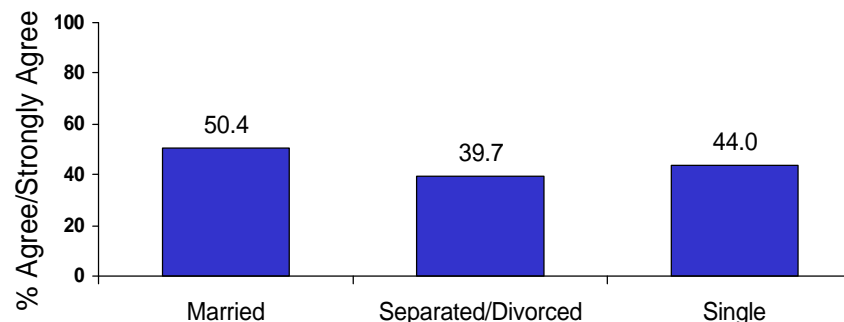
None	59.0%
1-2	33.0%
3+	8.0%

- Married soldiers had more soldier pride and were more positive about the unit's leadership than were unmarried soldiers ( $p < 0.01$ ).

"I am proud to be in the U.S. Army"\*



"My chain-of-command works well"\*



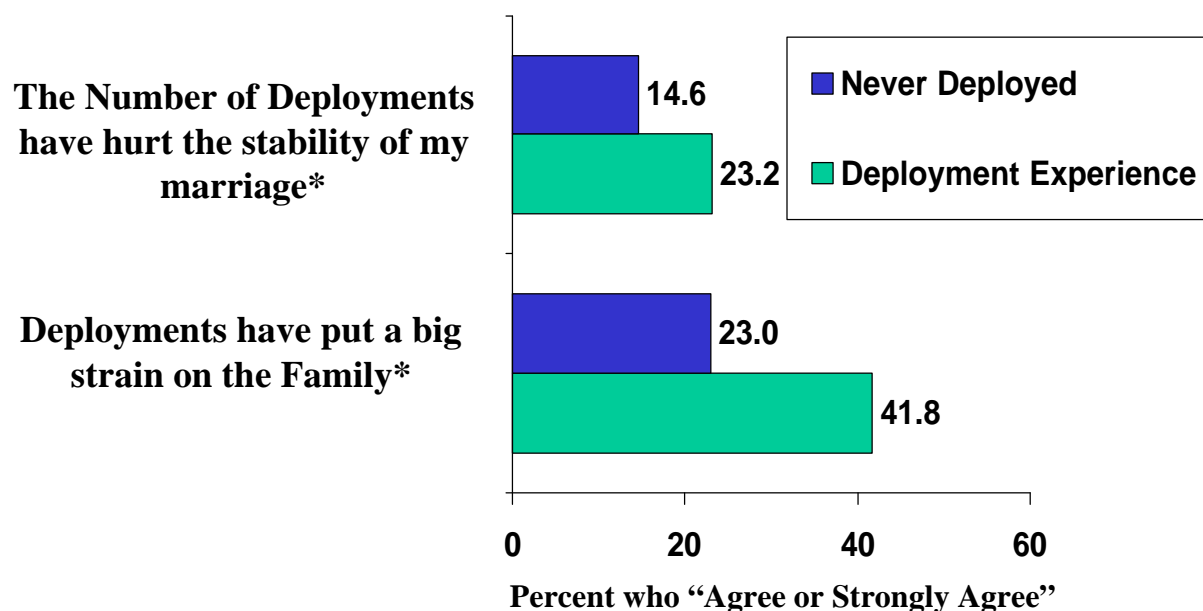
\*  $p < 0.01$

<sup>1</sup>There were 1187 soldiers with dependents



# The Family<sup>1</sup>: Marital Status

- Soldiers reported that military deployments affected their families.
- Soldiers with deployment experience were more likely to report that deployments hurt the stability of their marriage and strained their family compared to soldiers who had never deployed ( $p < 0.05$ ).



## Factors that were NOT related to Deployment:

- EFMP Member
- Children
- # of Children
- Dual Military Family
- Single Parenthood

<sup>1</sup>Family is defined as a soldier who has a spouse and/or children (N=1187)

\*  $p < .001$



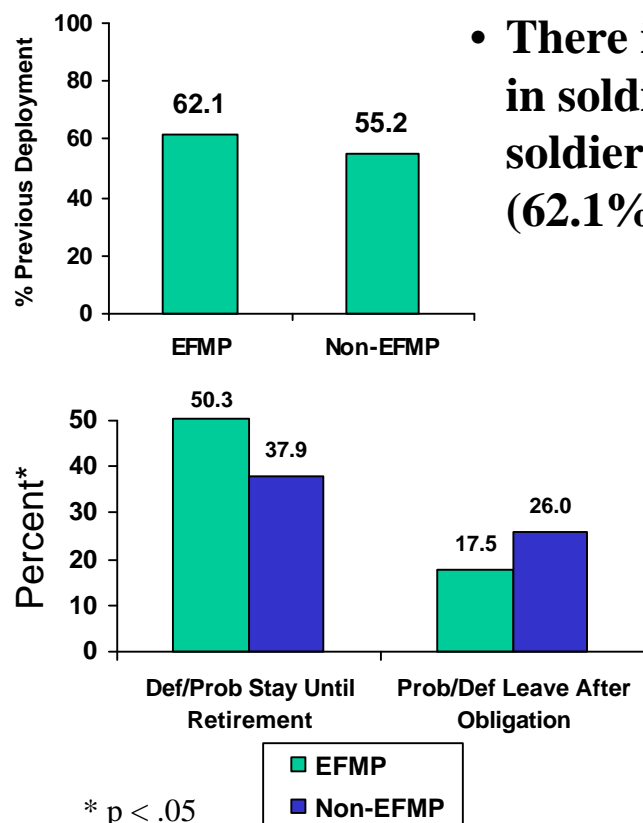


# The Family: EFMP

## Enrollment in EFMP

8.8% of Sample  
(n=186)

15.2% of Families



- The deployment load of soldiers with dependents in the EFMP is no different than the deployment load of soldiers with no family member enrolled in the program (0.29 vs. 0.28).
- There is no difference in the number of military deployments in soldiers with a family member enrolled in the EFMP and soldiers with no family member enrolled in the program (62.1% vs. 55.2%).
- Soldiers with an EFMP family member report that they were more likely to make the Army a career compared to those soldiers with no EFMP family member ( $p < 0.05$ ).
- Of soldiers with an EFMP dependent, 39.5% are junior enlisted, 56.5% are NCOs, and 4.0% are officers.



# The Family: Dual Military Family<sup>1</sup>

## Dual Military Families

4.3% of sample (n=90)

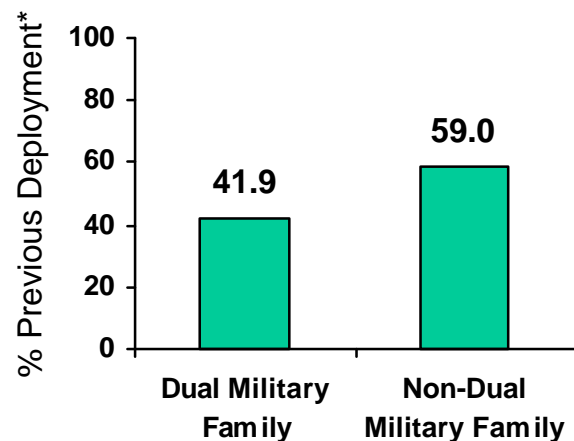
9.6% of Married Sample

## OPTEMPO Profile

Time in Service: 6.7 Years

Work Day: 10.73 Hours

Work Week: 50.4 Hours



\*  $p < 0.05$

<sup>1</sup>Dual military family is defined as families where both spouses are in the military.

- **Dual Military Families in the Soldier Study sample had lower percentages of military readiness, peacekeeping and deployment attitudes compared to other married soldiers ( $p < 0.05$ ).**
- **Soldiers with a spouse in the military participated in fewer military deployments than soldiers whose spouse was not in the military ( $p < 0.05$ ).**
- **The deployment load index was lower for soldiers with a spouse in the military than soldiers whose spouse was not in the military (0.15 vs 0.31,  $p > 0.05$ ).**



## Soldier Career Intentions

- **27.7% of the soldiers surveyed reported that they would definitely or probably stay in the military until retirement and 14.3% indicated that they would stay in the military beyond their current obligation.**
- **Nearly 35% of the soldiers surveyed reported that they would probably or definitely leave the military after their current obligation, with 23% remaining undecided.**

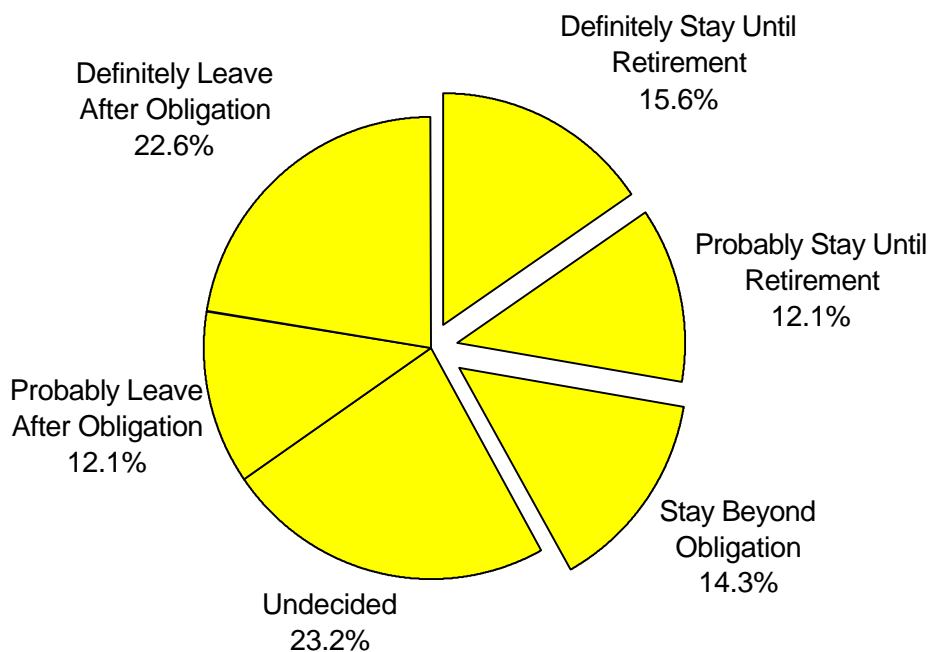
### DEMOGRAPHICS

#### Gender

Male	94.4%
Female	5.6%

#### Education

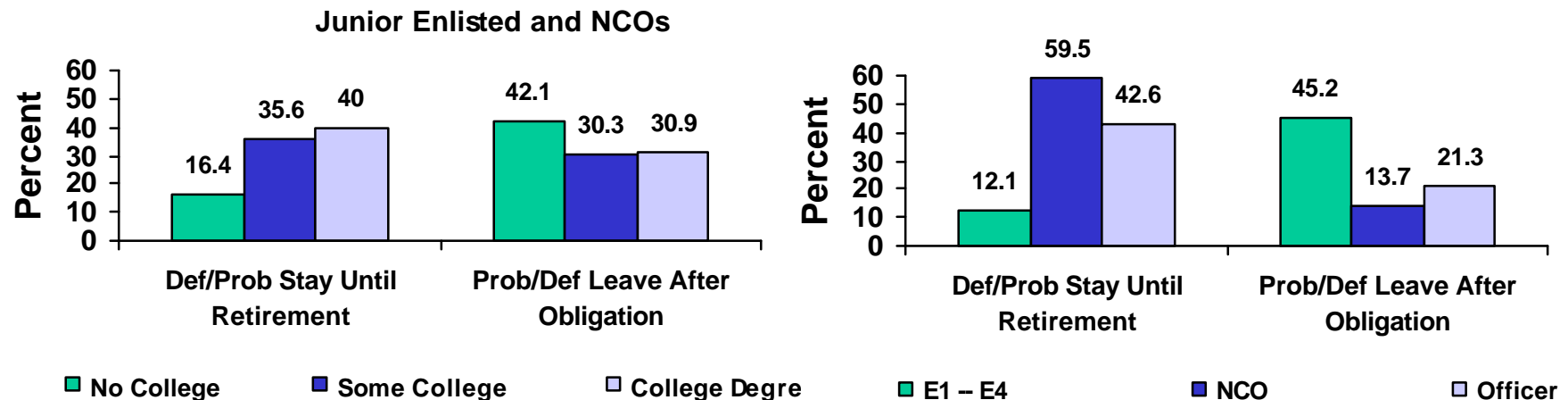
Some HS	2.1%
HS	46.8%
Some College	41.6%
College	8.5%





## Career Intentions: Rank and Education

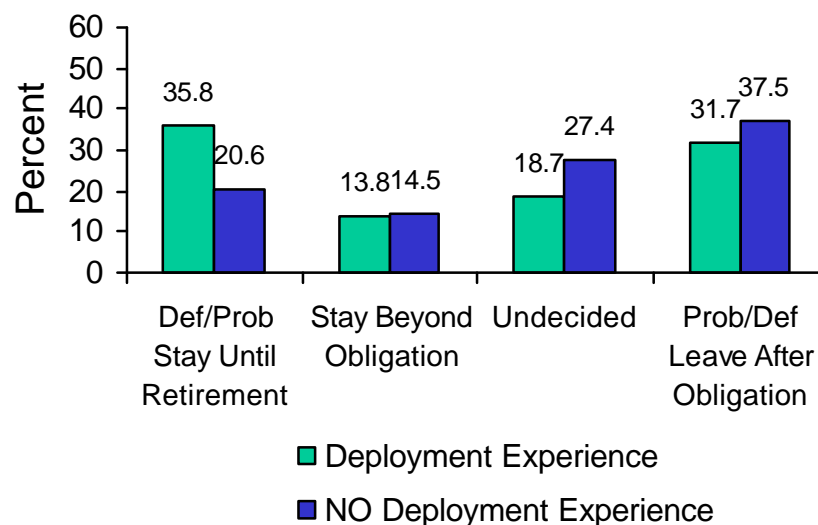
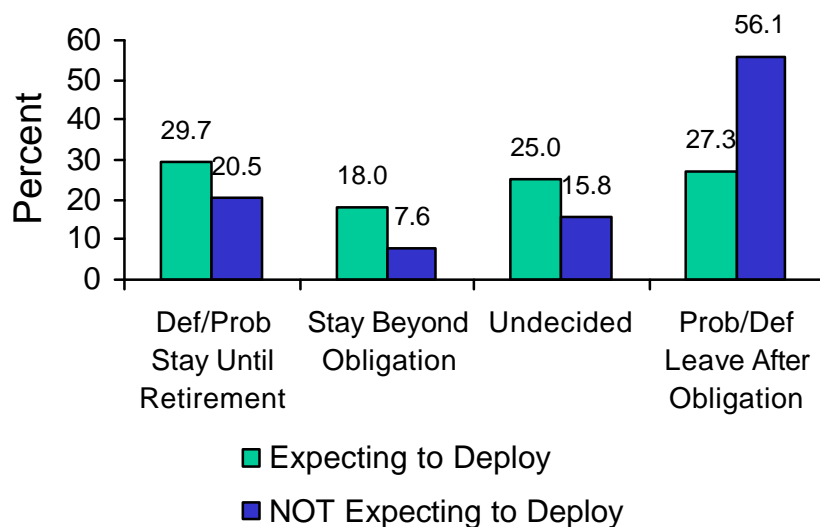
- Soldier's career intentions as a function of rank and education.
- Soldiers (junior enlisted and NCOs only) with some college experience or who have a college degree are more likely to indicate that they intend to make the military a career compared to those soldiers without college experience (85.6% vs. 16.3%) ( $p < 0.001$ ).
- NCOs are more likely than junior enlisted soldiers and officers to indicate that they intend to remain in the military until retirement ( $p < 0.001$ ).





## Career Intentions: Deployments

- **Soldier's career intentions as a function of deployment experiences and expectations.**
- **Soldiers expecting to deploy and soldiers with previous deployment experience are more likely to report that they intend to make the Army a career compared to those soldiers who do not expect to deploy or who have no deployment experience ( $p < 0.001$ ).**





## Conclusion

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- **The deployment load of soldiers in this study is relatively low.**
- **The soldiers' view of their leaders is relatively high and their attitudes about peacekeeping are positive.**
- **Soldiers believe two deployments, lasting about 5 months each, over a three year period is acceptable.**
- **Soldiers say families have a positive view of the military.**
- **In short, these soldiers are ready for whatever mission the Army gives them.**
- **The findings from this study will be incorporated into the larger USAREUR OPTEMPO/PERSTEMPO Study of Soldiers and Families.**



# Point of Contact

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**Major Carl A. Castro**

**Commander**

**ATTN: Medical Research Unit**

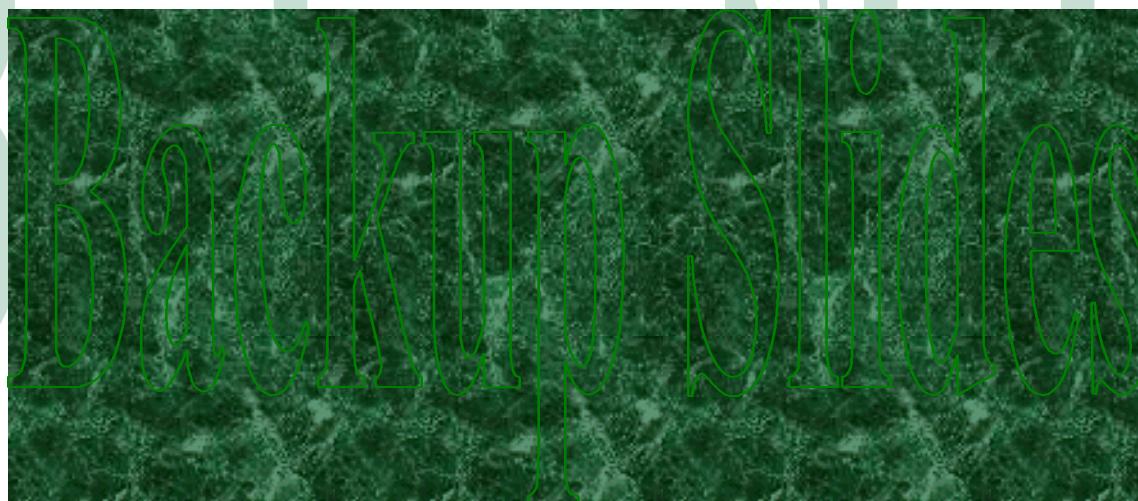
**CMR 442**

**APO AE 09042-1030**

**Phone: DSN 371-2626      FAX: DSN 371-2740**

**Commercial: 06221 172007**

**[carl\\_castro\\_at\\_meddac2\\_heidelberg@heidelberg.smtplink.amedd.army.mil](mailto:carl_castro_at_meddac2_heidelberg@heidelberg.smtplink.amedd.army.mil)**







## **A Career Soldier's Profile (1 of 2)**

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- **In general, soldiers choosing to remain in the military have been on active duty for about 10 years, are married with one or more children, and have very positive attitudes about the military, their leaders, and the unit's readiness for combat.**
- **The deployment load is similar for all three groups, thus not a predictor for career intentions.**
- **Soldiers undecided by their military careers share many similar demographic characteristics with those soldiers deciding to leave.**
- **However, undecided soldiers are more similar to career soldiers in terms of military readiness (i.e., soldier pride, leadership, and operational and combat readiness).**



## A Career Soldier's Profile (2 of 2)

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	<b>STAYING</b>	<b>Undecided</b>	<b>LEAVING</b>
Age (average)	30	24	23
Family Status	Married (78.3%)	Single (57.9%) Married (42.1%)	Single (64.4%)
% with Children	67.1% <sup>1</sup>	30.9%	25.2%
Hours of Work per Week	54.0 <sup>1</sup>	45.6	44.1
Days TDY	7.7	5.0	5.4
Days in Training	37.0	38.1	38.5
Sleep per night	6.0	6.0	5.8
# of Deployments	2.3 <sup>1</sup>	0.9	0.96
Yrs in Military	9.5 <sup>1</sup>	3.5	3.3
Deployment Load	0.23	0.26	0.31
Soldier Pride	13.1 <sup>1</sup>	11.6 <sup>3</sup>	10.1
Operational Readiness	10.1 <sup>2</sup>	9.7 <sup>3</sup>	8.7
Combat Readiness	13.7 <sup>2</sup>	13.5 <sup>3</sup>	12.1
NCO/Officer Leadership	42.6 <sup>1</sup>	40.5 <sup>3</sup>	37.0
General Leadership	10.7 <sup>1</sup>	10.1 <sup>3</sup>	9.0

<sup>1</sup>**Staying** is different than both **Undecided** and **Leaving** (p<0.05).

<sup>2</sup>**Staying** is different than **Leaving** (p<0.05).

<sup>3</sup>**Undecided** is different than **Leaving** (p<0.05).